

Pride Meeting

28/08/18 Facilitator:

RSB

Current situation

- Last committee stood down
- Current situation from MA, chair of South Yorkshire LGBT_Awrds, original committee of Sheffield Pride 2016, Bradford Pride, Leeds Pride: Sheff pride went from South Yorkshire Pride to Sheffield Pride until 2012 when a new committee turned into ltd company which went under. In 2015 a new committee was brought together for Pride Sheffield 2016 – Those members are not seeking election as has seen how hard it is as needs to be a full time job with meetings all hours of the day. Approx 30 hours a week – Safety advisory meetings need to go out to represent organisation and fund raise.
- Remaining money liquidated from this year's pride and money to lgbt awards

Suggestions moving forward:

- Do we want a committee? Chair, vice chair, etc
- Floating committee? So roles with other group with voting rights who can help out with bits and pieces but aren't as involved
- Aim to have a lot more people in the committee/taking on roles so work is spread across the board

TA – Proposed show of hands as to Free vs. Paid

NC – Should discuss more about the options

H – We need to know what it's going to cost before we can discuss
Chesterfield event with suggested donation seemed to work

Need to understand what it stands for before we decide if people will be happy to pay
Either run it as a social enterprise as money goes back into LGBT

As we're starting this year with nothing look to just break even.

Brainstormin

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- Handout of programmes from Cork and Belfast Pride in Ireland – all the shops with pride flags out
- bring it into the city center, starting the parade in the city center (e.g. Space for Cycling

where they closed off some streets in the city center)

- Space for talks, queer history, young people, activists from the area
- Suggestions from previous committee members, essentials e.g. security
- Local LGBT charities and community groups front and center, give them more prominence
- Aviva + Sainsburys led the march this year
- Entertainment: local acts, community centred, local LGBT artists to sell their craft/art, Community tent interactive for kids, dance tent, stalls,
- Promoted it more on (social) media, Radio Sheffield, promotion needs to start earlier so people can contribute to the actual date. Alternative ways, Manc Pride marketed as 'The Big Weekend', remember we are in competition with other prides that will bring people away from ours. Someone in charge of media.
- Accessibility and spaces that are not drink focused, parade is too fast which makes it hard for people to participate – pace or route changed, whole road could be closed, something needs to be changed. Needs to be thought of from the beginning not as an afterthought. An access statement from the beginning.
- People feeling alienated from Pride, not political enough, not accessible for disabled people. No one has really reached out to artists who are not white and male. More focus on groups outside of the mainstream, older alt queers felt excluded
- March should be a protest as well as a party/celebration
- 50th Anniversary of Stonewall
- What community groups are different people in the room involved in? What skills do people have? What hours do people have to commit? Ways for less involved to submit ideas so they can drop in and be involved?
- We need a clear mission statement so individuals know if this is something they/their organisation wants to commit to and to aid in publicising the event. Lots of people came with their own expectations to the meeting and we need to find a way to come to a consensus.
- Other events tied in with the actual day
- Speaking to organisers of other (more successful) prides which we can learn from
- Manchester Pride's committee are fulltime jobs, Leeds Pride is funded by Terry and Michael (two business owners), Birmingham Pride is funded by 2 millionaires.
- Local businesses have felt that for the past few years pride has not operated with community focus which is why a lot of them have not been interested
- **ACTION POINT:** Collect names and emails after the meeting (Done, **ACTION POINT:** Ali, look into safe storing of data in line with GDPR.

Financial costings from Michael chairman of South Yorkshire LGBT+ Awards

- Hire park 1000

- Hiring artists/musicians/hosts (Edit (Ali)) this will vary depending on how we decide to take the event side, but i would imagine it would be a couple of grand)
- Safety advisory group/security (you must barrier the event now. We also cannot remove people from a public space) 2000
- Public park/city center you need a public safety advisory officer, 1500 for the day
- Toilets 1500
- Marquee community tent 1500, 700 for tables, arts crafts PA systems etc
- Marquee for cabaret tent 1500, temporary staging, PA 90-100
- Main stage, 5000
- 50 stalls, 1700
- Event control tent, including first aid 100
- Baby changing 100
- Changing rooms 100
- Backstage 100
- Road traffic control 1200, it costs 2000 per road to cut off
- Overnight security 3000
- **Roughly 20k for a decent pride**
- Doncaster pride is roughly 20k and mostly funded by Unison
- Private venue will down the security costs and make it more family friendly but might down the capacity
- 2016: 50 for a charity to have a stall, 150 for business; 200 for charities this year

Should it be free – should we work around this closer to the time? Should we break even or aim to make a profit to put back into the community? Social enterprise? Break even this year as we're starting again from scratch and aim for profit further down the line?

What does it mean to be free, free to march, free to attend? Could some groups who can pay subsidise other groups, is it helpful to think in this level of black and white at this point?

Yes: Chesterfield event – suggested donation Ideally Proud working class history of the city supporting grassroots movements People start looking at it in a more commercialized way if its not It's okay that we're not like Manchester/London Focus it on the community Involving local businesses How do free (music) festivals in the city work? Ask them Fundraising ourselves How do we make it appealing for businesses to want to sponsor us? See if we can involve local business get people to come in and rent the stall and advertise their business. Meet with local businesses to show what they can get from it. Ticketing = more admin for us, having to sell tickets and market it better Cities which charge often have to hve alternative free prides to

include everyone EL NUS officer – We very strongly believe Pride should be free, especially as Sheffield has such a proud history, when you pay for pride it puts people off and people expect a certain level of things when it's paid for. If you have it paid it puts barriers up to low waged people. Michael - If you were looking at a paid event like Manchester the money would all go back into local charity

No: Funding is dropping Different price levels for ticketing, unemployed, average wage ticket, going forward ticket etc etc Has to be some commercialization

Committee

Questions/points

raised:

- Is there an alternative to a committee?
- Possible role share
- May be better to have a working group at this point.
- In the interim there needs to be people with responsibility for specific work streams
- If we are going to do working groups we need to have facilitators
- If we can have interim committee for now feeding into working groups
- If the interim committee is not up to it then they can be replaced.
- MA: Chair needs to have sales experience
- Who has legal accountability for the money invested into the event
- Old group will not give things over (IP, graphics, social media) until there's a concrete group in place to hand over to.
- K: Pride Sheffield is a not for profit organisation, has tried to get charity status before has failed before.

Suggested roles/working

groups

- Working groups for each roles (seems popular),
- Do we need people who are responsible for steering the group, an interim committee?
- Chair/Funding advisor
- Vice chair
- Treasurer
- Trans representative (this and BME representative have never appeared on a Sheffield Pride committee before)
- Accessibility
- BME representative

- Event manager/Entertainment
- Safeguarding
- Local businesses outreach

Agreed to elect: 2x chair and 2x secretary

Election

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Chair - Nominees

EC – not looking to be chair in the long run, have experience of managing volunteers, have my own legal company

MA – Have already got knowledge of running committees both successful and not so, my approach would be to completely different to what's happened in previous years. Believe there must be Trans and BME I would also move the event from Endcliffe park experience of event organisation

V L – Bit of an activist locally for SAYit done equalities training going into schools, very entrepreneurial, prolific on social media, very passionate willing to be the trans rep, had contact with BBC Sheffield

T A – Have been involved in organising various events – currently vice chair of Yorkshire Variety equity, currently helping a friend (Jamie Hinton-Wardle) set up a film production company .

Results: Chair x2 – MA & ECCarpenter Secretary – AG & AW [uncontested]

What are the (elected roles) consisting of, even in the interim?

Chair: organizes the meetings, planning a more formal structure

Secretary: minutes, emails, setting up events, social media

Working Groups finalised into 4 areas

- Events
- Money
- Admin
- Access

Planning

Actions

- **ACTION POINT** – survey for someone (EC offered) to set up, useful contacts, skills, hours etc etc
- **ACTION POINT** – Chairs to set up next mass meeting (DATE ASAP pref somewhere larger), one for access and goals/values (that can be boiled down by a wider groups), and working group meetings
- **ACTION POINT** – Chairs to set a provisional timeline
- **ACTION POINT** – housekeeping, how we conduct meetings, asking before recording